

#3

02-O-1886

**AN ORDINANCE BY  
COUNCILMEMBERS JIM MADDOX AND C.T. MARTIN  
AS SUBSTITUTED (#3) BY FINANCE/EXECUTIVE COMMITTEE**

**AN ORDINANCE TO AMEND THE PENSION  
ACTS APPLICABLE TO THE CITY OF  
ATLANTA, SO AS TO PROVIDE FOR A  
TEMPORARY EARLY RETIREMENT  
PROGRAM BASED UPON A COMBINATION OF  
AGE AND/OR YEARS OF SERVICE EQUALING  
RULE 75, OR 30 YEARS OR MORE OF  
SERVICE, FOR EMPLOYEES IN THE  
GENERAL EMPLOYEES PENSION FUND; AND  
FOR OTHER PURPOSES.**

**WHEREAS**, the City of Atlanta is facing a financial budget crisis in the 2002 and 2003 budget years; and

**WHEREAS**, City of Atlanta employees are facing more layoffs, possible furloughs, loss of merit increases, abolishment of vacant positions, and other cutbacks; and

**WHEREAS**, an adoption of a temporary early retirement program will lessen the burden and loss of City of Atlanta employees who bear no responsibility for the current budget crisis; and

**WHEREAS**, an adoption of a temporary early retirement program will provide a pension without age penalty for those who deserve to retire after giving 30 years or more service to the City of Atlanta.

**THE CITY OF ATLANTA, GEORGIA HEREBY ordains as follows:**

**SECTION 1:** That Georgia Laws 1927, as amended by Georgia Laws 1978, is hereby further amended by adding an additional subsection which shall read as follows:

“Any officer or employee who is a member of the General Employee Pension Fund, who is fully vested, and whose age and creditable service before credit for accrued unused sick leave equals at least 75 years, or has creditable service of 30 years or more as of March 1, 2003 shall be entitled to a monthly pension benefit upon retirement without any reduction for any age penalties as would otherwise be applicable.

All officers and employees eligible to retire pursuant to this section must make written application to the Pension Office between March 1, 2003 and April 30, 2003,

This section shall become effective for eligible employees of the Atlanta Board of Education upon approval of the Board of Education.

**SECTION 2:** That the Mayor or her designee is authorized to abolish any position that becomes vacant as a result of this early retirement program.

That the Chief Financial Officer or designee be required that additional funds be transferred each year to the General Employee's Pension Fund as determined each year by the actuary of the General Employee's Pension Fund to make compensation to the General Employee's Pension Fund for the entire cost of increased monthly pension benefits due to officers or employees retiring early as set out by the provisions of this Ordinance.”

**SECTION 3:** That all ordinances or parts of ordinances in conflict herewith are hereby repealed.

#2

02-O-1886

**AN ORDINANCE  
COUNCILMEMBERS JIM MADDOX AND C.T. MARTIN  
AS SUBSTITUTED BY FINANCE/EXECUTIVE COMMITTEE**

**AN ORDINANCE TO AMEND THE PENSION  
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GENERAL EMPLOYEES PENSION FUND; AND  
FOR OTHER PURPOSES.**

**WHEREAS**, the City of Atlanta is facing a financial budget crisis in the 2002 and 2003 budget years; and

**WHEREAS**, City of Atlanta employees are facing more layoffs, possible furloughs, loss of merit increases, abolishment of vacant positions, and other cutbacks; and

**WHEREAS**, an adoption of a temporary early retirement program will lessen the burden and loss of City of Atlanta employees who bear no responsibility for the current budget crisis; and

**WHEREAS**, an adoption of a temporary early retirement program will provide a pension without age penalty for those who deserve to retire after giving 30 years or more service to the City of Atlanta.

**THE CITY OF ATLANTA, GEORGIA HEREBY ordains as follows:**

**SECTION 1:** That Georgia Laws 1927, as amended by Georgia Laws 1978, is hereby further amended by adding an additional subsection which shall read as follows:

“Any officer or employee who is a member of the General Employee Pension Fund, who is fully vested, and whose age and creditable service before credit for accrued unused sick leave equals at least 75 years, or has creditable service of 30 years or more as of February 28, 2003 shall be entitled to a monthly pension benefit upon retirement without any reduction for any age penalties as would otherwise be applicable.

All officers and employees eligible to retire pursuant to this section must make written application to the Pension Office between December 2, 2002 and February 28, 2003.

This section shall become effective for eligible employees of the Atlanta Board of Education upon approval of the Board of Education.

**SECTION 2:** That the Mayor or her designee is authorized to abolish any position that becomes vacant as a result of this early retirement program.

That the Chief Financial Officer or designee be authorized to transfer expenses between various departments’ personnel line items to accommodate the inequity from savings realized between departments.

That the Chief Financial Officer or designee be required that additional funds be transferred each year to the General Employee’s Pension Fund as determined each year by the actuary of the General Employee’s Pension Fund to make compensation to the General Employee’s Pension Fund for the entire cost of increased monthly pension benefits due to officers or employees retiring early as set out by the provisions of this Ordinance.”

**SECTION 3:** That all ordinances or parts of ordinances in conflict herewith are hereby repealed.

#1

02-O-1886

**AN ORDINANCE**

**COUNCIL MEMBERS JIM MADDOX AND C.T. MARTIN**

**AS AMENDED BY FINANCE/EXECUTIVE COMMITTEE**

*Substituted*

**AN ORDINANCE TO AMEND THE PENSION  
ACTS APPLICABLE TO THE CITY OF  
ATLANTA, SO AS TO PROVIDE FOR A  
TEMPORARY EARLY RETIREMENT  
PROGRAM BASED UPON A COMBINATION OF  
AGE AND/OR YEARS OF SERVICE EQUALING  
RULE 75, OR 30 YEARS OR MORE OF  
SERVICE, FOR EMPLOYEES IN THE  
GENERAL EMPLOYEES PENSION FUND; AND  
FOR OTHER PURPOSES.**

**WHEREAS,** the City of Atlanta is facing a financial budget crisis in the 2002 and 2003 budget years; and

**WHEREAS,** City of Atlanta employees are facing more layoffs, possible furloughs, loss of merit increases, abolishment of vacant positions, and other cutbacks; and

**WHEREAS,** an adoption of a temporary early retirement program will lessen the burden and loss of City of Atlanta employees who bear no responsibility for the current budget crisis; and

**WHEREAS,** an adoption of a temporary early retirement program will provide a pension without age penalty for those who deserve to retire after giving 30 years or more service to the City of Atlanta.

**COMMITTEE AMENDMENT FORM**

**DATE** October 30, 2002

**COMMITTEE** Finance/Executive Committee **PAGE(S)** \_\_\_\_\_

**ORDINANCES I.D.#** 02-O-1886 **SECTION(S)** 1, 2, 3 and 4

**RESOLUTION I.D.#** \_\_\_\_\_ **PARAGRAPH(S)** \_\_\_\_\_

**AMENDMENT:**

Delete Section 2 in its entirety

Delete paragraphs 1,2,3 and 4 of Section 3 and incorporate paragraphs 5 and 6 into Section 1 as paragraphs 5 and 6

Renumber Section 4 to Section 2

BY COUNCILMEMBERS C.T. MARTIN AND JIM MADDOX  
AS AMENDED BY FINANCE/EXECUTIVE COMMITTEE

**AN ORDINANCE TO AMEND THE PENSION ACTS APPLICABLE TO THE CITY OF ATLANTA, SO AS TO PROVIDE FOR A PERMANENT EARLY RETIREMENT PROGRAM BASED UPON A COMBINATION OF AGE AND YEARS OF SERVICE FOR EMPLOYEES IN THE GENERAL EMPLOYEES PENSION FUND; AND FOR OTHER PURPOSES.**

**WHEREAS**, the City of Atlanta is in a fiscal crisis requiring innovative short and long term changes in the management, administration and operation of all aspects of City government; and

**WHEREAS**, the City of Atlanta is working to improve efficiency of operations and will be reducing the City's workforce while improving services; and

**WHEREAS**, the City of Atlanta has elected to move from a defined benefit pension plan for general non-sworn employees to a defined contribution plan to reduce expenses; and

**WHEREAS**, the City of Atlanta General Fund budget and City management and operations would benefit from the institution of a permanent early retirement program that would expedite the transition of the City's human resources from the defined benefit pension plan to the defined contribution plan; and

**WHEREAS**, a permanent early retirement program would facilitate this transition; and

**WHEREAS**, adoption of a properly structured early retirement program can be used as a tool to aid in the management and planning necessary to alleviate the current budget crisis and improve budgeting for future annual City Budgets; and

**WHEREAS**, the City wishes to treat all City employees equitably in the administration and provision of pension benefits under the three employee pension plans.

**THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, HEREBY ORDAINS**, as follows:

**SECTION 1:** That Georgia Laws 1927, as amended by Georgia Laws 1978, is hereby further amended by adding an additional subsection which shall read as follows:

“Any officer or employee who is a member of the General Employee Pension Fund, and whose age and creditable service before credit for accrued unused sick leave equals at least 75 years, may elect to take a monthly pension benefit upon retirement without any reduction for any age or vesting penalties as would otherwise be applicable.

Any officer or employee shall be paid thereafter a normal monthly pension benefit equal to two and one half percent (2.5%) of such person's average monthly earnings (average of the monthly earnings of the highest three (3) consecutive years' salary) multiplied by the number of such person's years, or fraction thereof, of creditable service.

All officers and employees that are eligible and elect to retire pursuant to his section must make written application to the Pension Office at least six months prior to the anticipated retirement date.

This section shall become effective for eligible employees of the Atlanta Board of Education upon approval of the Board of Education.

That the Chief Financial Officer or designee be authorized to transfer expenses between various departments' personnel line items to accommodate the inequity from the Early Retirement Program savings realized between departments.

That the Chief Financial Officer or designee transfer funds to the General Employee's Pension Fund as needed to compensate the fund as the savings accrue for the cost of monthly pension benefits due to the provisions of this Ordinance.

**SECTION 2:** That all ordinances or parts of ordinances in conflict herewith are hereby repealed.



**AN ORDINANCE**

BY *C T MARTIN, Mayor*

**02-0 -1886**

**AN ORDINANCE TO AMEND THE PENSION ACTS APPLICABLE TO THE CITY OF ATLANTA, SO AS TO PROVIDE FOR A PERMANENT EARLY RETIREMENT PROGRAM BASED UPON A COMBINATION OF AGE AND YEARS OF SERVICE FOR EMPLOYEES IN THE GENERAL EMPLOYEES PENSION FUND; AND FOR OTHER PURPOSES.**

**WHEREAS**, the City of Atlanta is in a fiscal crisis requiring innovative short and long term changes in the management, administration and operation of all aspects of City government; and

**WHEREAS**, the City of Atlanta is working to improve efficiency of operations and will be reducing the City's workforce while improving services; and

**WHEREAS**, the City of Atlanta has elected to move from a defined benefit pension plan for general non-sworn employees to a defined contribution plan to reduce expenses; and

**WHEREAS**, the City of Atlanta General Fund budget and City management and operations would benefit from the institution of a permanent early retirement program that would expedite the transition of the City's human resources from the defined benefit pension plan to the defined contribution plan; and

**WHEREAS**, a permanent early retirement program would facilitate this transition; and

**WHEREAS**, adoption of a properly structured early retirement program can be used as a tool to aid in the management and planning necessary to alleviate the current budget crisis and improve budgeting for future annual City Budgets; and

**WHEREAS**, the City wishes to treat all City employees equitably in the administration and provision of pension benefits under the three employee pension plans.

**THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA, HEREBY ORDAINS,** as follows:

**SECTION 1:** That Georgia Laws 1927, as amended by Georgia Laws 1978, is hereby further amended by adding an additional subsection which shall read as follows:

“Any officer or employee who is a member of the General Employee Pension Fund, and whose age and creditable service before credit for accrued unused sick leave equals at least 75 years, may elect to take a monthly pension benefit upon retirement without any reduction for any age or vesting penalties as would otherwise be applicable.

Any officer or employee shall be paid thereafter a normal monthly pension benefit equal to two and one half percent (2.5%) of such person's average monthly earnings (average of the monthly earnings of the highest three (3) consecutive years' salary) multiplied by the number of such person's years, or fraction thereof, of creditable service.

All officers and employees that are eligible and elect to retire pursuant to his section must make written application to the Pension Office at least six months prior to the anticipated retirement date.

This section shall become effective for eligible employees of the Atlanta Board of Education upon approval of the Board of Education.

**SECTION 2:** That Georgia Laws 1924, as amended by Georgia Laws 1978, is hereby further amended by adding an additional subsection which shall read as follows:

“Any officer or employee who is a member of the General Employee Pension Fund, and whose age and creditable service before credit for accrued unused sick leave equals at least 75 years may elect to take a monthly pension benefit upon retirement without any reduction for any age or vesting penalties as would otherwise be applicable.

Any officer or employee shall be paid thereafter a normal monthly pension benefit equal to two and one half percent (2.5%) of such person's average monthly earnings (average of the monthly earnings of the highest three (3) consecutive years' salary) multiplied by the number of such person's years, or fraction thereof, of creditable service.

All officers and employees that are eligible and elect to retire pursuant to his section must make written application to the Pension Office at least six months prior to the anticipated retirement date.

**SECTION 3:** That Georgia Laws 1933, as amended by Georgia Laws 1978, is hereby further amended by adding an additional subsection which shall read as follows:

“Any officer or employee who is a member of the General Employee Pension Fund, and whose age and creditable service before credit for accrued unused sick leave equals at least 75 years, may elect to take a monthly pension benefit upon retirement without any reduction for any age or vesting penalties as would otherwise be applicable.

Any officer or employee shall be paid thereafter a normal monthly pension benefit equal to two and one half percent (2.5%) of such person's average monthly earnings (average of the monthly earnings of the highest three (3) consecutive years' salary) multiplied by the number of such person's years, or fraction thereof, of creditable service.

All officers and employees eligible to retire pursuant to his section must make written application to the Pension Office at least six months prior to the anticipated retirement date.

That the Chief Financial Officer or designee be authorized to transfer expenses between various departments' personnel line items to accommodate the inequity from the Early Retirement Program savings realized between departments.

That the Chief Financial Officer or designee transfer funds to the General Employee's Pension Fund, the Police Pension Fund, and the Fire Pension Fund as needed to compensate these funds as the savings accrue for the cost of monthly pension benefits due to the provisions of this Ordinance.

**SECTION 4:** That all ordinances or parts of ordinances in conflict herewith are hereby repealed.